

**2013 CITY OF SAN JOSE – CAMP NEGOTIATIONS  
TENTATIVE AGREEMENT**

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**UNION PROPOSAL #9 – BILINGUAL PAY**

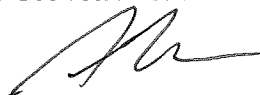
Proposed Language:

**(X) BILINGUAL PAY**


- (X).1 An employee must meet at least one of the following eligibility requirements and must be certified as bilingual for oral communications, written translation or sign language duties according to the current established procedure.
- (X).1.1 The employee is currently assigned to a position selectively certified based on bilingual ability by the Director of Human Resources, or his/her designee, or
- (X).1.2 The duties currently assigned and currently being performed by an employee have been designated by the Department Director or his/her designee as requiring utilization of a non-English language on a regular basis.
- (X).2 Each full-time employee who meets the above eligibility requirements shall be compensated for performing oral communication or sign language duties at the rate of \$29.00 per biweekly pay period and for performing written translation duties at the rate of \$40.00 per biweekly pay period for each pay period actually worked.
- (X).3 Each part-time employee who meets the above eligibility requirements shall be compensated for performing oral communication or sign language duties at the rate of \$19.00 per biweekly pay period and for performing written translation duties at the rate of \$30.00 per biweekly pay period for each pay period actually worked.
- (X).4 If an eligible employee is on paid leave for a period of one full pay period or more, the employee will not receive bilingual pay for that period.


*\* This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

**FOR THE CITY:**

 5-22-13  
\_\_\_\_\_  
Alex Gurza Date  
Deputy City Manager

**FOR THE UNION:**

 5/22/13  
\_\_\_\_\_  
Date  
CAMP, IFPTE, Local 21

 5/22/13  
\_\_\_\_\_  
Mike Seville Date  
Business Agent  
IFPTE, Local 21